Alberta Government

Alberta Apprenticeship and Industry Training Board

2015-2016 Annual Report

Alberta

Alberta Apprenticeship and Industry Training Board

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Message from the Chair

On behalf of the Alberta Apprenticeship and Industry Training Board (board), I am pleased to present the board's 2015-2016 annual report. The board identified three main strategic goals in the Alberta Apprenticeship and Industry Training Board 2015-2018 Action Plan. These goals recognized the need for skilled trades workers to help ensure Alberta's economic prosperity. The board's 2015-2016 annual report measures the progress that has been made in achieving these goals.

It is the main responsibility of the board to establish high quality training and certification standards in the apprenticeship and industry training system. This is accomplished through the valuable input gathered from the board's industry committee network, an extensive community comprised of approximately 160 committees and more than 700 front line skilled trades professionals and employers of apprentices from across the province. The board works collaboratively with this industry network to improve standards and requirements for training and certification programs under the *Apprenticeship and Industry Training Act.*

Alberta's industry faced significant challenges in 2015-2016 due to the continued decline in the province's natural resources revenue. The board continues to believe, however, that a sustainable skilled trades workforce is essential for Alberta's economic recovery and long term economic success. The board supported strategies that had a positive effect on the supply of skilled trades professionals in the labour market by encouraging industry employers and owners to hire, register, and train apprentices as the best way to mitigate the effects of the current economic slowdown; supporting the Government of Alberta's First Period Apprentice Award to encourage entry level apprentices to stay in their program and attend technical training; and promoting the trades as a viable and rewarding life-long learning and career opportunity for Albertans.

The board also collaborated with its industry and stakeholder partners to implement the Apprentice Mobility Protocol, which enables apprentices to pursue job opportunities throughout Canada without interruption to their apprenticeship program and training.

The board's work is critical to the success of the Alberta economy. The work it does, in conjunction with its government, industry and post-secondary partners, not only shapes our current skilled trades workers, but guides the development of future generations of Alberta's skilled trades professionals.

Sincerely,

R Massey

Raymond (Ray) Massey
Chair

Introduction

Alberta's apprenticeship and industry training system is an industry driven system that ensures a highly skilled, professional, and internationally competitive workforce in more than 50 designated trades and occupations. Industry sets training and certification standards and provides direction to the system through an industry committee network (employer and employee representatives) and the Alberta Apprenticeship and Industry Training Board (board). The Government of Alberta provides the legislative framework and administrative support for the system. Employers provide the on-the-job training component of apprenticeship and occupational training programs. The technical institutes and colleges deliver the technical training component of apprenticeship programs and offer formal training in some designated occupations.

The board was established by the Government of Alberta to work with industry to set the standards and requirements for training and certification in programs under the *Apprenticeship and Industry Training Act*. It makes recommendations to the Minister of Advanced Education about the needs of Alberta's labour market for skilled and trained workers and the designation of trades and occupations. It is accountable to report on its performance and to operate within the bounds of its legislation.

The board consists of a board chair and 12 public members, appointed by the Lieutenant Governor in Council, who are knowledgeable about training in the designated trades and occupations and the needs of the Alberta labour market for skilled and trained people. In addition to the board chair, eight of the board members represent employers and employees in designated trades and four board members represent employers and employees in other industries. To ensure a balanced approach, employers and employees are represented in equal numbers.

The members of the board connect with industry in many ways. They take a leadership role with industry in the discussion of major issues that affect the apprenticeship and industry training system. Members of the board represent Alberta's apprenticeship and industry training system on organizations such as Skills Canada Alberta and as advisors to trades-related programs such as the Registered Apprenticeship Program (RAP) and Career and Technology Studies (CTS) program in the K-12 education system. Board members attend meetings of provincial apprenticeship committees and occupational committees to act as liaison between the board and these industry committees, participate in high school career days, and speak at conferences and workshops.

The board chair represents Alberta's apprenticeship and industry training system as a member of the Interprovincial Alliance of Board Chairs (IPA). The IPA is a member of the Canadian Apprenticeship Forum – Forum Canadien sur l'apprentissage (CAF-FCA), an organization of stakeholders working to influence pan-Canadian apprenticeship strategies through research, discussion and collaboration with the apprenticeship community across the country. The board works with CAF-FCA to promote apprenticeship as an effective model for training and education, contributing to the development of a skilled, professional, productive, inclusive and mobile designated trades and occupations workforce.

The board works collaboratively with the apprenticeship and industry training system clients and stakeholders (industry, government, junior and senior high schools, and technical training providers) to ensure that Alberta has the trades and occupations workforce it needs for economic competitiveness and prosperity while also ensuring positive health, safety and environmental (HSE) practices in the workplace.

As a public agency, the board's work is aligned with government direction. The focus of the Government of Alberta's Strategic Business Plan in 2015-2018 was to build a stronger, safer and more prosperous Alberta. One of the government's three main themes; securing Alberta's economic future, was particularly significant to the board as they continue to ensure that Alberta has the highly skilled trades professional workforce needed for economic success, now and in the future. This focus was reflected in the strategic goals and priority initiatives identified in the board's 2015-2018 action plan.

Results Reporting

Core Business 1 Establish and maintain high quality training and certification standards in the apprenticeship and industry training system.

Goal 1 Alberta has a highly skilled, professional workforce in the designated trades and occupations that meets the current and future needs of industry.

The Alberta Apprenticeship and Industry Training Board focused on the following priority initiatives in 2015-2016 in support of goal 1:

1.1 Ensure high quality training and certification standards continue to be developed and implemented.

1.2 Ensure a strong and vibrant industry network that contributes to the success of the apprenticeship and industry training system.

1.3 Collaborate with industry to explore issues regarding the viability of smaller designated trades and occupations.

1.4 Ensure innovative, effective alternate forms of delivery[1] are explored as a method to improving access to technical training.

1.5 Work with stakeholders and partners on initiatives with respect to the recognition of programs and alternate assessment processes.

	Performance Measures	Previous Years' Results			Current Results	Target
1.a	Satisfaction of recent apprenticeship graduates with on-the-job training[2,3]	93% (2005-06)	92% (2007-08)	91% (2009-10)	95% (2011-12)	90+% (2015-16)
1.b	Satisfaction of recent apprenticeship graduates with technical training[2,3]	94% (2005-06)	94% (2007-08)	93% (2009-10)	96% (2011-12)	90+% (2015-16)
1.c	Percentage of apprenticeship graduates employed[3]	n/a (2005-06)	n/a (2007-08)	93% (2009-10)	94% (2011-12)	90+% (2015-16)

1 A detailed description of alternate delivery methods can be found in the Technical Training Centre on Tradesecrets.alberta.ca.

2 The Apprentice Graduate Satisfaction Survey is conducted by academic calendar, typically every second year. The most recent Apprentice Graduate Satisfaction Survey was conducted in 2011-2012. The 2013-2014 Apprentice Graduate Survey was deferred in order to do a full review of the survey questions. The 2015-2016 Apprentice Graduate Survey was conducted in 2015 and will be reported in 2016.

3 Employment results for 2009-10 are not comparable to earlier survey years because of differences in the data collection period of this survey.

Results Achieved

- Designated trades and occupations' course outlines, record books, regulation amendments, policies, etc. were reviewed and amended as required.
- The board continues to review trade competencies to ensure that they are responsive to industry needs.
- Committee member exit surveys pilot was completed and best practices have been identified for implementation.
- An online registration survey to increase the number of new industry committee members participating in orientation sessions was developed.
- A video promoting participation in the industry committee network was developed and is available on the tradesecrets.alberta.ca website.
- A discussion guide was created to facilitate conversations to explore issues with the viability of the tile setter and floor covering installer trades.
- A process was put in place to communicate and file Alberta's recognition of trade credentials with the Canadian Council of Directors of Apprenticeship, Citizenship and Immigration Canada, and signatories to the Agreement on Internal Trade and the New West Partnership Trade Agreement.
- Apprenticeship and Industry Training has established a set of criteria and a framework to review and evaluate training and certification standards for foreign issued trade credentials against Alberta's certification standards.

Results Reporting

Goal 2 Alberta's apprenticeship and industry training system is aligned with and responsive to labour market demand.

The Alberta Apprenticeship and Industry Training Board focused on the following priority initiatives in 2015-2016 in support of goal 2:

2.1 Encourage and motivate employers to hire, register and train apprentices to the completion of their program.

2.2 Collaborate with industry and government stakeholders to develop an understanding of specific labour market needs and implement timely changes.

2.3 Influence Pan-Canadian apprenticeship strategies through research, discussion and collaboration within the apprenticeship community across the country.

2.4 Develop ways to positively affect changes in the supply of skilled trades professionals.

	Performance Measures	Previous Years' Results			Current Results	Target (2015-2016)
2.a	Number of employer sites hiring and training apprentices	14,215 (2012)	14,815 (2013)	15,577 (2014)	15,373 (2015)	15,000+

	Performance Indicators[1]	Previous Years' Results			Current Results
2.b	Number of new apprentices registered	21,906 (2012)	22,129 (2013)	23,900 (2014)	17,227 (2015)
2.c	Number of apprentices registered	61,326 (2012)	65,880 (2013)	70,733 (2014)	67,955 (2015)
2.d	Number of apprentices completing their program	8,438 (2012)	7,354 (2013)	8,163 (2014)	8,738 (2015)
2.e	Number of individuals issued Occupation Certificates	160 (2012)	165 (2013)	424 (2014)	406 (2015)
2.f	Number of individuals issued Qualification Certificates	783 (2012)	1,403 (2013)	1,982 (2014)	1,537 (2015)

[1] Performance indicators describe industry trends that affect and inform the work of the Alberta Apprenticeship and Industry Training Board, however they are not directly attributable to the board's activities, therefore, performance targets have not been set.

Results Achieved

- Alberta was involved in the development of the Provincial-Territorial Apprentice Mobility Protocol, which came into effect on January 1, 2016. The Protocol enables mutual recognition of technical training, work experience and examination results for apprentices moving between provinces and territories.
- Alberta was actively involved in the development of three recommendations to measure and improve Employer Engagement in apprenticeship training across Canada.
- Alberta provided input and participates in the Canadian Council of Directors of Apprenticeship project, "Strengthening the Red Seal." Leadership and support to pan-Canadian apprenticeship and industry training is provided by the board chair's membership on the Interprovincial Alliance of Board Chairs and participation on several Canadian Council of Directors of Apprenticeship committees.
- Alberta conducted consultations with industry and engaged in intergovernmental work to support trade alignment efforts directed by the Forum of Labour Market Ministers and the Canadian Council of Directors of Apprenticeship.
- Alberta provided financial supports to apprentices through loans, grants, and fee reduction for RAP students.
- Alberta developed the First Period Apprentice Award, a $750 financial award for first year apprentices registered in the Alberta apprenticeship program entering first period technical training.
- The board chair represented Alberta's apprenticeship and industry training system as a member of the Canadian Apprenticeship Forum.

Results Reporting

Core Business 2 **Promote training in designated trades and occupations.**

Goal 3 **Albertans are aware of and knowledgeable about the apprenticeship and industry training system.**

The Alberta Apprenticeship and Industry Training Board focused on the following priority initiatives in 2015-2016 in support of goal 3:

3.1 Promote the availability and advantages of designated trades and occupations careers to Albertans.

3.2 Identify and promote pathways into apprenticeship including dual credit pathways in the Career and Technology Studies and Registered Apprenticeship Program.

3.3 Support actions that increase the participation and progress of under-represented individuals in apprenticeship and industry training programs.

3.4 Support stakeholder partners that promote the designated trades and occupations as a career option to Albertans.

3.5 Promote apprenticeship and industry training scholarships, awards and incentives to encourage apprenticeship completion and excellence.

3.6 Promote life-long learning apprenticeship and industry training options (e.g., Interprovincial Red Seal Program and Achievement in Business Competencies [Blue Seal] Program).

Performance Measures	Previous Years' Results			Current Results	Target (2016)
3.a Number of scholarships available	879 (2012)	879 (2013)	879 (2014)	879 (2015)	879
3.b Percentage of completing apprentices in red seal trades writing red seal exams in the same year	96% (2012)	96% (2013)	95% (2014)	95% (2015)	90+%
3.c Percentage of completing apprentices in red seal trades passing red seal examinations in the same year	81% (2012)	79% (2013)	78% (2014)	79% (2015)	80+%

Results Achieved

- Board members promoted the apprenticeship and industry training system at various local and regional events, including Skills Canada Alberta competitions.
- 13 dual credit opportunities directly related to trades-related programming were approved for funding under the Provincial Dual Credit Strategy.
- The Board collaborated with industry to increase the number of under-represented groups registered in the trades. As of December 31, 2015, 3,364 apprentices registered were people who self-identify as being of Indigenous descent, and 6,226 apprentices registered were women.
- The board continues to encourage excellence in the apprenticeship and industry training system by recognizing exceptional apprentices, employers, instructors and mentors participating in the apprenticeship and industry training system.
- The board promoted the "RSE" acronym (Red Seal Endorsement) for qualified skilled journeypersons who hold a Red Seal endorsement on their trade certificate.
- The Alberta Apprenticeship and Industry Training Board Family of Scholarships was promoted to over 6,000 apprentices and 879 scholarships were available. These scholarships reward academic excellence and provide financial assistance to apprentices who are attending technical training.
- Positive health, safety and environment practices in the workplace were included in promotional materials and in board chair presentations to industry.

Members of the Board

Chair

Raymond (Ray) Massey

Term: May 8, 2013 to May 7, 2016

Ray Massey holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the painter and decorator trade. In 2012, he retired as President and General Manager of Ray-nor Painting and Decorating Ltd. Mr. Massey was a member of the board previously (2002-2007) and has participated in Alberta apprenticeship committees, both local and provincial, for 11 years, serving as presiding officer on each for six years.

Representing employers in designated trades

Shawna Boreen

Term: June 12, 2013 to December 11, 2017

Shawna Boreen holds a Bachelor of Commerce degree from the University of Alberta. Ms. Boreen is the Special Projects Manager with Sarens Canada. Ms. Boreen currently serves as a board member on the Crane Rental Association of Canada and previously served on the Board of Directors of Women Building Futures.

Richard Daley

Term: May 28, 2014 to May 27, 2017

Richard Daley holds an Alberta trade certificate in the cook trade as well as a Bachelor of Commerce from the University of Guelph and Hotel and Restaurant Administration Degree. Mr. Daley is a chef and owner/operator of Earls Restaurant in Lethbridge. Mr. Daley served as a member of the Cook Provincial Apprenticeship Committee. He was the presiding officer of the committee until his appointment to the board. He is also a member of the Lethbridge College Culinary Advisory Committee.

Frank Light

Term: April 1, 2012 to October 15, 2016

Frank Light holds trades certificates with an Interprovincial Standards Red Seal endorsement in the millwright and machinist trades. Mr. Light is the President and Co-Owner of Channico Machine and Millwright Services. Mr. Light served as a member of the Millwright Provincial Apprenticeship Committee.

Craig Mathes

Term: May 28, 2014 to May 27, 2017

Craig Mathes holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the Refrigeration and Air Conditioning Mechanic trade. Mr. Mathes is currently employed at Gateway Mechanical Services Inc. as Service Manager for Southern Alberta. Mr. Mathes has served as a member of the Refrigeration and Air Conditioning Mechanic Local and Provincial Apprenticeship Committees over a nine year period. While a member of the PAC, he also held the position of Presiding Officer for one year.

Representing employees in designated trades

Roger Geisinger

Term: May 28, 2014 to May 27, 2017

Roger Geisinger holds a trade certificate in the ironworker – metal building systems erector trade and a Bachelor of Education degree. Mr. Geisinger is the Manager, Metals Division at Clark Builders. Mr. Geisinger participated for two three-year terms on the Ironworker Provincial Apprenticeship Committee.

J. Peter Wyatt

Term: May 8, 2013 to May 7, 2016

J. Peter Wyatt holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the welder trade and a journeyman certificate in the sheet metal trade. Mr. Wyatt served for 16 years on both the Local and Provincial Apprenticeship Committees for the sheet metal trade, most recently as Presiding Officer for the Sheet Metal Worker Provincial Apprenticeship Committee.

Members of the Board (continued)

Representing employers in industry other than designated trades

Kent B. Dietrich

Term: June 12, 2013 to December 11, 2017

Kent Dietrich holds a trade certificate in the carpenter trade. Mr. Dietrich is the Workforce Manager at PCL Buildings Inc. Mr. Dietrich participated on both Local and Provincial Apprenticeship Committees for the carpenter trade.

Shannon Eitzen

Term: May 28, 2014 to May 27, 2017

Shannon Eitzen holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the hairstylist trade. Ms. Eitzen is the owner/operator of Tangles Hair Studio in Red Deer. Ms. Eitzen served as a member of the Hairstylist Local Apprenticeship Committee in Red Deer.

Representing employees in industry other than designated trades

Kenneth (Ken) R. Bird

Term: June 15, 2014 to October 15, 2016

Ken Bird holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the welder trade, a Bachelor of Engineering from Ryerson University as well as a Master of Business Administration degree from Athabasca University. Mr. Bird has over thirty years of experience in the metal fabrication and manufacturing industry where he has undertaken various senior management and executive level roles.

Christopher Race

Term: May 28, 2014 to May 27, 2017

Christopher Race holds trade certificates with an Interprovincial Standards Red Seal endorsement in the heavy equipment technician and electrician trades. Mr. Race is employed at Teck Coal Cardinal River Operation and is an executive member of the United Mine Workers of America local 1656.

Outgoing Board members

T.R. (Terry) Burton

Terry Burton served as a board member representing employees in designated trades from April 22, 2009 to April 21, 2015. Mr. Burton holds a Bachelor of Commerce degree in Personnel and Industrial Relations from Memorial University in Newfoundland. Mr. Burton has been active in the Alberta and Canadian heavy construction and maintenance industry for greater than 35 years.